



WorkSTEPS

WorkSTEPS Functional Testing MODEL

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WorkSTEPS

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WorkSTEPS Was Created To Meet A Critical Need --

To provide employers with an objective, medically and legally defensible employment testing program, that would: **Create a medically safe, legally compliant, scientific and objective means of matching a worker's functional capabilities with the essential functions of the job!**



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- *Significantly reduce workplace injury incidence,*

and

- *Workplace injury costs,*





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- Workplace injury costs,*
- Reduce lost time,*





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- *Workplace injury costs,*
- *Reduce lost time,*
- *Create accountability for employees and treating providers.*

ACCOUNTABILITY



Safety- Shared Responsibility

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- Between EMPLOYERS, EMPLOYEES, and PROVIDERS!
- System of checks and balances.
- Employees aware through thorough POLICIES and PROCEDURES Coverage.
- Not just testing but a SYSTEM!



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Employment Tests include:

- *medical history,*
- *cardiovascular screening,*
- *complete musculoskeletal exam (common signs & symptoms),*
- *cumulative trauma,*
- *static testing*
- *dynamic lifting, and*
- *job specific testing*





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Test Types

- Pre-Employment (Agility) Test.
- Post- Offer Test
- Post- Injury Test...Functional Capacity
- Fit For Duty Test



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Research Validates That:

- **10%** of the American work force is physically incapable of performing the essential functions of their jobs safely.
- **75%** of work-related injuries occur among this same 10%!





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*Can An Employer Deny
Employment To An
Individual Without
Liability Under Federal
Anti-Discrimination Laws?*



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1. If The Employee Cannot Perform The Essential Functions Of The Job.

“An employer is not required to hire or retain an individual who cannot perform the ‘essential functions’ of a job.” (EEOC TAM 4.4)

THE EMPLOYER MUST CONSIDER:

- *“Standards for employment must be job-related and consistent with business necessity.”*
- *If an individual is **disabled**, he/she may be entitled to a reasonable accommodation in order to perform the essential functions.*



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2. Such An Individual Is In Direct Threat of Harm

“An employer is not required to hire or retain an individual who would pose a ‘direct threat’ to health or safety.” (EEOC TAM 4.4)

THE EMPLOYER MUST SHOW:

- Substantial risk of imminent harm*
- Actual risk, not speculative*
- *No availability of reasonable accommodation*
- *Such an individual is in direct threat of harm (if disabled)*

(EEOC TAM 4.5)



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Best Practices Model

- ERGONOMICS MODEL
- FUNCTIONAL MODEL
- MEDICAL MODEL
- Reduces MSD's 50% the first year.
- Up to 75% by the third year!
- Also reduced modifier rates, reduced lost time, increased worker productivity, decreased turnover, diminished incidences of fraud and abuse.



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Early Return to Work

- Measure medical risk compared to work capability.
- Measures consistency/severity of symptoms compared to diagnosis.
- Measures residual job function for immediate return to work in reasonable capacity.
- Accountability standards.



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Nelson Consulting recently conducted a Return On Investment Study due to physical assessments. They report:

- \$30.00 saved for every \$1.00 spent
- Spent approximately \$1 Million Since 1997, saved an estimated \$30 Million in Claims, Compensation, Lost Production, Lost Efficiency, Morale and Hassle



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Database...

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- *Houses over 250,000 tests*
- *Compares over 40 measures per applicant*
- *Is the largest industrial employment database in the U.S.*
- *Creates honest accountability for the employee, employer and the medical provider*
- *Stimulates early return to work - case closure*
- *Eliminates light duty - creates TRANSITIONAL duty*
- *16 year history*



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Summary

- Prevents and reduces Workplace Injuries.
- Returns Injured Employees Quickly.
- Appropriate Matching of Employees to Essential Functions of Job.
- Objective data for Case Resolution.
- Data shows injuries reduced from 50-75%.
- Ultimate in Prevention and Safety!